

Combest	Horn	Porter
Cooley	Hostettler	Portman
Cox	Hunter	Pryce
Crane	Hutchinson	Quillen
Crapo	Hyde	Radanovich
Creameans	Inglis	Ramstad
Cubin	Istook	Riggs
Cunningham	Johnson (CT)	Roberts
Davis	Johnson, Sam	Rogers
Deal	Jones	Rohrabacher
DeLay	Kasich	Ros-Lehtinen
Diaz-Balart	Kim	Roth
Dickey	Kingston	Roukema
Dooley	Klug	Royce
Doolittle	Knollenberg	Salmon
Dornan	Kolbe	Sanford
Dreier	LaHood	Saxton
Dunn	Largent	Scarborough
Ehlers	Latham	Schaefer
Ehrlich	LaTourette	Schiff
Emerson	Laughlin	Seastrand
English	Lazio	Sensenbrenner
Ensign	Leach	Shadegg
Everett	Lewis (CA)	Shaw
Ewing	Lewis (KY)	Shays
Fawell	Lightfoot	Shuster
Fields (TX)	Lincoln	Skeen
Flanagan	Linder	Smith (MI)
Foley	Lipinski	Smith (TX)
Fowler	Livingston	Smith (WA)
Franks (CT)	Longley	Souder
Franks (NJ)	Lucas	Spence
Frelinghuysen	Manzullo	Stearns
Funderburk	McCollum	Stenholm
Gallegly	McCrery	Stump
Ganske	McDade	Talent
Gekas	McInnis	Tanner
Geren	McIntosh	Tate
Gilchrist	McKeon	Tauzin
Gillmor	Menendez	Taylor (MS)
Gilman	Meyers	Taylor (NC)
Goodlatte	Mica	Thomas
Goodling	Miller (FL)	Thornberry
Goss	Molinar	Tiahrt
Graham	Montgomery	Torkildsen
Greenwood	Moorhead	Upton
Gunderson	Morella	Vucanovich
Gutknecht	Myers	Waldholtz
Hall (TX)	Myrick	Walker
Hancock	Nethercutt	Wamp
Hansen	Neumann	Watts (OK)
Hastert	Ney	Weldon (FL)
Hastings (WA)	Norwood	Weller
Hayes	Nussle	White
Hayworth	Oxley	Whitfield
Hefley	Packard	Wicker
Heineman	Parker	Wolf
Herger	Paxon	Young (FL)
Hilleary	Payne (VA)	Zeliff
Hobson	Petri	Zimmer
Hoekstra	Pombo	

NOT VOTING—9

Billray	Moakley	Solomon
Bryant (TN)	Reynolds	Tucker
Jefferson	Schumer	Volkmer

So the amendment in the nature of a substitute was not agreed to.

After some further time,

The SPEAKER pro tempore, Mr. SALMON, assumed the Chair.

When Mr. KOLBE, Chairman, reported that the Committee, having had under consideration said bill, had come to no resolution thereon.

121.18 ORDER OF BUSINESS—

CONSIDERATION OF AMENDMENTS—
H.R. 743

On motion of Mr. CLAY, by unanimous consent,

Ordered, That during further consideration of H.R. 743 in the Committee of the Whole pursuant to House Resolution 226, no further amendment shall be in order except the following: (1) the amendment of Mr. Traficant, to be debatable for ten minutes; (2) the amendment of Mr. Doggett, to be debatable for ten minutes; and further, that each amendment (1) may be offered only in the order specified; (2) may be offered only by the specified proponent or a

designee; (3) shall be considered as read; (4) shall be debatable for the time specified, equally divided and controlled by the proponent and an opponent; (5) shall not be subject to amendment; and (6) shall not be subject to a demand for division of the question; and

Ordered further, That the chairman of the Committee of the Whole may postpone until a time during further consideration in the Committee of the Whole a request for a recorded vote on any amendment, and that the chairman of the Committee of the Whole may reduce to not less than five minutes the time for voting by electronic device on any postponed question that immediately follows another vote by electronic device without intervening business, provided that the time for voting by electronic device on the first in any series of questions shall not be less than fifteen minutes.

121.19 TEAMWORK FOR EMPLOYERS AND MANAGERS

The SPEAKER pro tempore, Mr. SALMON, pursuant to House Resolution 226 and rule XXIII, declared the House resolved into the Committee of the Whole House on the state of the Union for the further consideration of the bill (H.R. 743) to amend the National Labor Relations Act to allow labor management cooperative efforts that improve economic competitiveness in the United States to continue to thrive, and for other purposes.

Mr. KOLBE, Chairman of the Committee of the Whole, resumed the chair; and after some time spent therein,

121.20 RECORDED VOTE

A recorded vote by electronic device was ordered in the Committee of the Whole on the following amendment submitted by Mr. MORAN:

Page 7, line 16, strike "employees" and insert "representatives of employees, elected by a majority of employees by secret ballot,".

It was decided in the { Yeas 195
negative Nays 228

121.21

[Roll No. 689]

AYES—195

Abercrombie	Clay	Engel
Ackerman	Clayton	Eshoo
Andrews	Clement	Evans
Baessler	Clyburn	Farr
Baldacci	Coleman	Fattah
Barcia	Collins (IL)	Fazio
Barrett (WI)	Collins (MI)	Fields (LA)
Becerra	Condit	Filner
Beilenson	Conyers	Flake
Bentsen	Costello	Flanagan
Berman	Coyne	Foglietta
Bevill	Cramer	Ford
Bishop	Danner	Frank (MA)
Bonior	de la Garza	Franks (NJ)
Borski	DeFazio	Frost
Boucher	DeLauro	Furse
Brewster	Dellums	Gejdenson
Browder	Deutsch	Gephardt
Brown (CA)	Diaz-Balart	Gibbons
Brown (FL)	Dicks	Gilman
Brown (OH)	Dingell	Gonzalez
Bryant (TX)	Dixon	Gordon
Bunn	Doyle	Green
Cardin	Duncan	Gutierrez
Chabot	Durbin	Hall (OH)
Chapman	Edwards	Hamilton

Harman	McNulty	Sawyer
Hastings (FL)	Meehan	Schroeder
Hayes	Meek	Scott
Hefner	Metcalfe	Serrano
Hilliard	Mfume	Skaggs
Hinchey	Miller (CA)	Slaughter
Holden	Mineta	Smith (NJ)
Horn	Minge	Smith (WA)
Hoyer	Mink	Spratt
Jackson-Lee	Mollohan	Stark
Jacobs	Moran	Stockman
Johnson (SD)	Murtha	Stokes
Johnson, E. B.	Nadler	Studds
Johnston	Neal	Stupak
Kanjorski	Oberstar	Tanner
Kaptur	Obey	Tejeda
Kennedy (MA)	Oliver	Thompson
Kennedy (RI)	Ortiz	Thurman
Kennelly	Orton	Torricelli
Kildeer	Owens	Towns
Kleczka	Pallone	Traficant
Klink	Pastor	Velazquez
LaFalce	Payne (NJ)	Vento
Lantos	Pelosi	Visclosky
Levin	Peterson (FL)	Ward
Lewis (GA)	Peterson (MN)	Waters
Lincoln	Pomeroy	Watt (NC)
Lofgren	Poshard	Waxman
Lowey	Rahall	Weldon (PA)
Luther	Rangel	Whitfield
Maloney	Reed	Williams
Manton	Richardson	Wilson
Markey	Rivers	Wise
Mascara	Roemer	Woolsey
Matsui	Rose	Wyden
McCarthy	Roybal-Allard	Wynn
McDermott	Rush	Yates
McHale	Sabo	Young (AK)
McKinney	Sanders	Zimmer

NOES—228

Allard	Ehlers	Kolbe
Archer	Ehrlich	LaHood
Armey	Emerson	Largent
Bachus	English	Latham
Baker (CA)	Ensign	LaTourette
Baker (LA)	Everett	Laughlin
Ballenger	Ewing	Lazio
Barr	Fawell	Leach
Barrett (NE)	Fields (TX)	Lewis (CA)
Bartlett	Foley	Lewis (KY)
Barton	Forbes	Lightfoot
Bass	Fowler	Linder
Bateman	Fox	Lipinski
Bereuter	Franks (CT)	Livingston
Bilbray	Frelinghuysen	LoBiondo
Bilirakis	Frisa	Longley
Bliley	Funderburk	Lucas
Blute	Gallegly	Manzullo
Boehlert	Ganske	Martini
Boehner	Gekas	McCollum
Bonilla	Geren	McCrery
Bono	Gilchrist	McDade
Brownback	Gillmor	McHugh
Bryant (TN)	Goodlatte	McInnis
Bunning	Goodling	McIntosh
Burr	Goss	McKeon
Burton	Graham	Menendez
Buyer	Greenwood	Meyers
Callahan	Gunderson	Mica
Calvert	Gutknecht	Miller (FL)
Camp	Hall (TX)	Molinar
Canady	Hancock	Montgomery
Castle	Hansen	Moorhead
Chambliss	Hastert	Morella
Chenoweth	Hastings (WA)	Myers
Christensen	Hayworth	Myrick
Chrysler	Hefley	Nethercutt
Clinger	Heineman	Neumann
Coble	Herger	Ney
Coburn	Hilleary	Norwood
Collins (GA)	Hobson	Nussle
Combest	Hoekstra	Oxley
Cooley	Hostettler	Packard
Cox	Houghton	Parker
Crane	Hunter	Paxon
Crapo	Hutchinson	Payne (VA)
Creameans	Hyde	Petri
Cubin	Inglis	Pickett
Cunningham	Istook	Pombo
Davis	Johnson (CT)	Porter
Deal	Johnson, Sam	Portman
Jones	Kasich	Pryce
Kelly	Kelly	Quinn
Kim	Kim	Radanovich
King	King	Ramstad
Kingston	Kingston	Regula
Klug	Klug	Riggs
Knollenberg	Knollenberg	Roberts

Rogers	Shuster	Thornberry
Rohrabacher	Sisisky	Thornton
Ros-Lehtinen	Skeen	Tiahrt
Roth	Skelton	Torkildsen
Roukema	Smith (MI)	Torres
Royce	Smith (TX)	Upton
Salmon	Souder	Vucanovich
Sanford	Spence	Waldholtz
Saxton	Stearns	Walker
Scarborough	Stenholm	Walsh
Schaefer	Stump	Wamp
Schiff	Talent	Weldon (FL)
Seastrand	Tate	Weller
Sensenbrenner	Tauzin	White
Shadegg	Taylor (MS)	Wicker
Shaw	Taylor (NC)	Wolf
Shays	Thomas	Zeliff

NOT VOTING—11

Hoke	Reynolds	Volkmer
Jefferson	Schumer	Watts (OK)
Martinez	Solomon	Young (FL)
Moakley	Tucker	

So the amendment was not agreed to.

121.22 RECORDED VOTE

A recorded vote by electronic device was ordered in the Committee of the Whole on the following amendment submitted by Mr. DOGGETT:

Page 7, beginning on line 23, strike "in a case in which" and all that follows through page 8, line 2, and insert the following: "this proviso shall not apply in a case in which—

(1) a labor organization is the representative of such employees as provided in section 9(a), or

(2) the employer creates or alters the work unit or committee during organizational or other concerted activities for the purpose of collective bargaining or other mutual aid or protection among such employees or seeks to discourage employees from exercising their rights under section 7 of the Act."

It was decided in the { Yeas 187
negative Nays 234

121.23 [Roll No. 690]

AYES—187

Abercrombie	Dixon	Kennedy (MA)
Ackerman	Doggett	Kennedy (RI)
Andrews	Doyle	Kennelly
Baesler	Durbin	Kildee
Baldacci	Edwards	Kleczka
Barcia	Engel	Klink
Barrett (WI)	Eshoo	LaFalce
Becerra	Evans	Lantos
Beilenson	Farr	Levin
Bentsen	Fattah	Lewis (GA)
Berman	Fazio	Lincoln
Bevill	Fields (LA)	Lofgren
Bishop	Filner	Lowey
Bonior	Flake	Luther
Borski	Foglietta	Maloney
Boucher	Ford	Manton
Browder	Frank (MA)	Markey
Brown (CA)	Franks (NJ)	Mascara
Brown (FL)	Frost	Matsui
Brown (OH)	Furse	McCarthy
Bryant (TX)	Gejdenson	McDermott
Cardin	Gephardt	McHale
Chapman	Gibbons	McKinney
Clay	Gilman	McNulty
Clayton	Gonzalez	Meehan
Clement	Gordon	Meek
Clyburn	Green	Menendez
Coleman	Gutierrez	Mfume
Collins (IL)	Hall (OH)	Miller (CA)
Collins (MI)	Hamilton	Mineta
Condit	Harman	Minge
Conyers	Hastings (FL)	Mink
Costello	Hefner	Mollohan
Coyne	Hinchey	Moran
Cramer	Hoke	Murtha
Danner	Holden	Nadler
de la Garza	Hoyer	Neal
DeFazio	Jackson-Lee	Oberstar
DeLauro	Jacobs	Obey
Dellums	Johnson (SD)	Olver
Deutsch	Johnson, E.B.	Ortiz
Diaz-Balart	Johnston	Orton
Dicks	Kanjorski	Owens
Dingell	Kaptur	Pallone

Pastor	Sabo
Payne (NJ)	Sanders
Pelosi	Sawyer
Peterson (FL)	Schroeder
Peterson (MN)	Scott
Pomeroy	Serrano
Portman	Skaggs
Poshard	Slaughter
Rahall	Smith (NJ)
Rangel	Spratt
Reed	Stark
Regula	Stokes
Richardson	Studds
Riggs	Stupak
Rivers	Tanner
Roemer	Tejeda
Rose	Thompson
Roybal-Allard	Thornton
Rush	Thurman

NOES—234

Allard	Funderburk	Myers
Archer	Gallegly	Myrick
Armey	Ganske	Nethercutt
Bachus	Gekas	Neumann
Baker (CA)	Geren	Ney
Baker (LA)	Gilchrest	Norwood
Ballenger	Gillmor	Nussle
Barr	Goodlatte	Oxley
Barrett (NE)	Goodling	Packard
Bartlett	Goss	Parker
Barton	Graham	Paxon
Bass	Greenwood	Payne (VA)
Bateman	Gunderson	Petri
Bereuter	Gutknecht	Pickett
Bilbray	Hall (TX)	Pombo
Bilirakis	Hancock	Porter
Bliley	Hansen	Pryce
Blute	Hastert	Quillen
Boehlert	Hastings (WA)	Quinn
Boehner	Hayes	Radanovich
Bonilla	Hayworth	Ramstad
Bono	Hefley	Roberts
Brewster	Heineman	Rogers
Brownback	Herger	Rohrabacher
Bryant (TN)	Hilleary	Ros-Lehtinen
Bunn	Hobson	Roth
Bunning	Hoekstra	Roukema
Burr	Horn	Royce
Burton	Hostettler	Salmon
Buyer	Houghton	Sanford
Callahan	Hunter	Saxton
Calvert	Hutchinson	Scarborough
Camp	Hyde	Schaefer
Canady	Inglis	Schiff
Castle	Istook	Seastrand
Chabot	Johnson (CT)	Sensenbrenner
Chambliss	Johnson, Sam	Shadegg
Chenoweth	Jones	Shaw
Christensen	Kasich	Shays
Chrysler	Kelly	Shuster
Clinger	Kim	Sisisky
Coble	King	Skeen
Coburn	Kingston	Skelton
Collins (GA)	Klug	Smith (MI)
Combest	Knollenberg	Smith (TX)
Cooley	Kolbe	Smith (WA)
Cox	LaHood	Souder
Crane	Largent	Spence
Crapo	Latham	Stearns
Creameans	LaTourette	Stenholm
Cubin	Laughlin	Stockman
Cunningham	Lazio	Stump
Davis	Leach	Talent
Deal	Lewis (CA)	Tate
DeLay	Lewis (KY)	Tauzin
Dickey	Lightfoot	Taylor (MS)
Dooley	Linder	Taylor (NC)
Doolittle	Lipinski	Thomas
Dornan	Livingston	Thornberry
Dreier	LoBiondo	Tiahrt
Duncan	Longley	Torkildsen
Ehlers	Lucas	Torres
Ehrlich	Manzullo	Upton
Emerson	Martini	Vucanovich
English	McCollum	Waldholtz
Ensign	McCrery	Walker
Everett	McDade	Walsh
Ewing	McHugh	Wamp
Fawell	McInnis	Weldon (FL)
Fields (TX)	McIntosh	Weldon (PA)
Flanagan	McKeon	Weller
Foley	Meyers	White
Forbes	Mica	Whitfield
Fowler	Miller (FL)	Wicker
Fox	Molinari	Wolf
Franks (CT)	Montgomery	Young (AK)
Frelinghuysen	Moorhead	Zeliff
Friza	Morella	Zimmer

NOT VOTING—13

Dunn	Moakley	Volkmer
Hilliard	Reynolds	Watts (OK)
Jefferson	Schumer	Young (FL)
Martinez	Solomon	
Metcalfe	Tucker	

So the amendment was not agreed to. The SPEAKER pro tempore, Mr. LAHOOD, assumed the Chair.

When Mr. KOLBE, Chairman, pursuant to House Resolution 226, reported the bill back to the House with an amendment adopted by the Committee.

The previous question having been ordered by said resolution.

The following amendment, reported from the Committee of the Whole House on the state of the Union, was agreed to:

Strike out all after the enacting clause and insert:

SECTION 1. SHORT TITLE.

This Act may be cited as the "Teamwork for Employees and Managers Act of 1995".

SEC. 2. FINDINGS AND PURPOSES.

(a) FINDINGS.—Congress finds that—

(1) the escalating demands of global competition have compelled an increasing number of employers in the United States to make dramatic changes in workplace and employer-employee relationships;

(2) such changes involve an enhanced role for the employee in workplace decision-making, often referred to as "Employee Involvement", which has taken many forms, including self-managed work teams, quality-of-worklife, quality circles, and joint labor-management committees;

(3) Employee Involvement programs, which operate successfully in both unionized and nonunionized settings, have been established by over 80 percent of the largest employers in the United States and exist in an estimated 30,000 workplaces;

(4) in addition to enhancing the productivity and competitiveness of businesses in the United States, Employee Involvement programs have had a positive impact on the lives of such employees, better enabling them to reach their potential in the workforce;

(5) recognizing that foreign competitors have successfully utilized Employee Involvement techniques, the Congress has consistently joined business, labor and academic leaders in encouraging and recognizing successful Employee Involvement programs in the workplace through such incentives as the Malcolm Baldrige National Quality Award;

(6) employers who have instituted legitimate Employee Involvement programs have not done so to interfere with the collective bargaining rights guaranteed by the labor laws, as was the case in the 1930's when employers established deceptive sham "company unions" to avoid unionization; and

(7) Employee Involvement is currently threatened by legal interpretations of the prohibition against employer-dominated "company unions".

(b) PURPOSES.—The purpose of this Act is—

(1) to protect legitimate Employee Involvement programs against governmental interference;

(2) to preserve existing protections against deceptive, coercive employer practices; and

(3) to allow legitimate Employee Involvement programs, in which workers may discuss issues involving terms and conditions of employment, to continue to evolve and proliferate.

SEC. 3. EMPLOYER EXCEPTION.

Section 8(a)(2) of the National Labor Relations Act is amended by striking the semicolon and inserting the following: "": *Provided*